

Hi my name is \_\_\_\_\_ and this is the 8<sup>th</sup> principle minute. With the adoption of the 8th Principle, our congregation committed to dismantle racism, beginning within our walls.

This spring we focused our 8th Principle Minutes on the attributes of White Supremacy Culture:

- Defensiveness
- Perfectionism
- Sense of Urgency
- Quantity Over Quality
- Worship of the Written Word
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Individualism
- Progress is Bigger, More
- Objectivity
- Right to Comfort
- Fear of Conflict
- Belief in One Right Way

By understanding how deeply ingrained, seemingly innocuous, attributes of institutional cultures support White Supremacy, we can work to counteract their negative impact by implementing policies, procedures, and behaviors that have been described as antidotes. In some cases, a practice must be abandoned or replaced. In others, it may be that a specific attribute can actually work towards the goal of anti-racism, provided necessary guard rails are created to mitigate or prevent harm. These changes, both small and large, can help transform an institution from one that is racist to one that is anti-racist.

Let us end this topic where we began; defensiveness. As we examine our own behaviors, it is natural for people who consider themselves to be anti-racist to react negatively to elements in this list that are integral to our personal or institutional self-image. We all need to step back, compartmentalize the emotions, and not view these discussions as a personal attack. Only by removing our own defensiveness will we be able to evaluate the impact of each of these attributes and find a means of moderating their effect.

To read more about this topic, please visit [www.whitesupremacyculture.info](http://www.whitesupremacyculture.info).

Together we will continue this journey toward spiritual wholeness, build a beloved community, educate ourselves and discuss what it means to develop a culture of being accountably anti-racist. We will continue to look at our own practices, identity, and stories with a new lens to dismantle the racism in ourselves and our institutions.

<https://www.whitesupremacyculture.info/characteristics.html>

[https://www.thc.texas.gov/public/upload/preserve/museums/files/White\\_Supremacy\\_Culture.pdf](https://www.thc.texas.gov/public/upload/preserve/museums/files/White_Supremacy_Culture.pdf)